

## Hedlund, Larry [DPS]

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**From:** Hedlund, Larry [DPS]  
**Sent:** Tuesday, April 30, 2013 8:48 AM  
**To:** Paulson, Charis [DPS]  
**Subject:** RE: explain why I was on hwy. 20 on Friday

Director Paulson,

Certainly.

Because I had been assigned and accepted the high priority task of supervising the cold case unit last week at our SAC meeting with AD Meyers and yourself.

Despite your informing me yesterday that it had not been decided who would have that assignment. That was when you called me to tell me that I was not going to meet with you as ordered after I had already driven to Des Moines to make sure there was no possibility I was going to be late. I then expressed an interest in seeing the room with the case files for old death cases. You informed me that wouldn't be necessary.

It was very clearly decided last week that it was my assignment. You and AD Meyers even commented on the positive passion the SACs were showing to accept the different assignments. One of you even commented that you knew how much interest and passion I had for cold cases.

These assignments were accepted in exchange for your willingness to propose in your strategic planning to the Commissioner that we stay at four Zone instead of cutting back to three zones.

AD Meyers made it very clear, repeatedly, in the meeting last week that he expected to see "immediate" action on these assignments. In fact, he said it so many times you might recall me asking him to not hold the four zones to three zones issue like a hammer over our heads and give us time to do something.

AD Meyers commented more than once about how much he appreciated my "passion" in expressing my opinions in that meeting and said he had similar strong passions about issues that were important to him.

It was so clearly decided that it was my assignment, that I even sent out an e-mail to my Zone informing them of the fact that I was going to have that assignment.

I took that assignment very seriously and started doing research about training that might be available and a list of things that I thought needed to be done to further that effort. One of the leads I came up with to try not to reinvent the wheel and see what others are doing in this area of investigations and what had already been done.

Since I had a commitment that I didn't want to miss on Friday in Cedar Rapids I combined my planned and approved vacation day with working on the above outlined assignment. I met with retired DCI SAC Wade Kisner, one of the most experienced and successful homicide investigators in the history of the DCI.

I met with Wade for close to two hours. I was in a suit in tie. I was able to ask him questions about the extensive work he did attempting to put together a cold case unit when he was with the DCI.

He was also familiar with two local retired officers one formerly with the DCI and one with the Cedar Rapids Police Department that are currently working cold cases for the Cedar Rapids Police Department.

The retired DCI Agent was not able to meet with me that day so we arranged to meet this week in Fort Dodge.

In addition, one AD Meyers mandatory agenda items was ordering SACs to make contact with law enforcement partners across the State of Iowa. Please see his six page agenda from last week. This is one area where I know I could improve. Wade Kisner is the Law enforcement liaison for the US Attorney's Office and my entire Zone is in his area of responsibility.

I had hoped by sacrificing part of my planned and approved vacation day off that I could also meet the additional high priority assignment that I had enthusiastically accepted in your presence last week.

As you know from your own experience, as a supervisor we often do not get to take our planned time off due to the responsibilities we accepted when we took our positions. As we all witnessed just last week, SAC Mike Motsinger was working when he was supposed to be off on vacation. He was at the meeting last week with you when he was supposed to be on vacation.

AD Meyers even talked last week in front of all of the SACs about the acceptability of extending a stay if we were on State business (ie. A school, training, a case) for personal reasons.

I hope this answers your question.

Respectfully submitted,

Larry

**From:** Paulson, Charis [DPS]

**Sent:** Tuesday, April 30, 2013 7:32 AM

**To:** Hedlund, Larry [DPS]

**Subject:** RE: Please forward up the chain of command as soon as possible, thanks. I have had e-mail issues here this morning.

SAC Hedlund –

Since you were on an approved vacation day on Friday, April 26<sup>th</sup>, 2013, please explain to me the reason that you were in a state vehicle travelling Westbound on Highway 20 East of the I-35 interchange at approximately 2pm on Friday afternoon.

*Charis M. Paulson*

Director - Iowa Division of Criminal Investigation

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To provide investigative services to the people of Iowa, maintaining the highest professional and ethical standards, "that guilt should not escape nor innocence suffer."



**IOWA DEPARTMENT OF PUBLIC SAFETY  
PROFESSIONAL STANDARDS BUREAU  
NOTICE OF INVESTIGATION**

**TO:** Special Agent in Charge Larry Hedlund  
Division of Criminal Investigation

**DATE:** May 1, 2013  
**CASE #:** PSB2013-034

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Pursuant to the Department's personnel rules you are hereby notified that the Professional Standards Bureau has received a complaint of misconduct filed against you by Director Chari Paulson. It is alleged that between the dates of February 16, 2013 and April 30, 2013, you violated the following work rule(s):

**ALLEGED RULE VIOLATION(S):**

DAS-2 - State of Iowa Employee Handbook  
12-02.01 - Duty Periods-Leaves of Absence  
16-01.01(III)(C) - Unbecoming or Prohibited Conduct  
16-01.01(III)(D) - Performance of Duties  
16-01.01(III)(I) - Courteous Behavior

**DETAILS OF ALLEGATION(S):**

It is alleged that SAC Hedlund was disrespectful and insubordinate during a conference call with DCI leadership on 04/18/2013. It is also alleged that SAC Hedlund had operated his state vehicle during a period of approved leave status without updating his supervisor on any change in duty status or assignment on 04/26/2013. In addition, it is alleged that SAC Hedlund failed to request and receive approval for leave before taking the leave on 04/30/2013. Finally, SAC Hedlund is alleged to have engaged in conduct that impairs the operations of the Department.

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An investigation of this complaint will be conducted under the supervision of the Professional Standards Bureau. The results of the investigation will be carefully examined and classified as follows:

- **NOT SUSTAINED**      Insufficient information to sustain the allegation(s).
- **SUSTAINED**      The accused employee committed all or part of the alleged act(s) of misconduct.
- **MISCONDUCT NOT BASED ON THE ORIGINAL COMPLAINT**      Discovery of act(s) of misconduct not alleged in original complaint.

A handwritten signature in black ink, appearing to read "Adam Buck".

Adam Buck, Assistant Bureau Chief  
Iowa Department of Public Safety  
Professional Standards Bureau